



Fair, safe and productive workplaces

Labour Program

# Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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## Canadian Labour in Profile: Wage Adjustments, March 2011

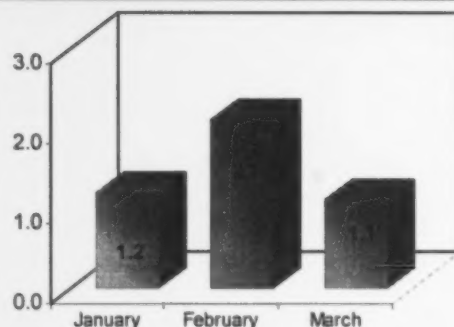
Major collective bargaining settlements reached in **March 2011** provided base rate wage adjustments averaging **1.1%** annually. The results are based on a review of 18 agreements\* and cover 40,740 employees.

Wage adjustments in the public sector averaged 1.0% and 2.3% in the private sector. The March average annual wage increase of 1.1% is lower than the 2.1% figure recorded in the previous month, but close to the 1.2% figure in January.

Wage adjustments in March ranged from a wage freeze for 16,000 professional and technical employees with the Health Employers Association of British Columbia, to a high of 3.1% for 1,450 police officers with the Vancouver Police Board. The Government of Manitoba also settled seven agreements with 13,200 public service employees for an average annual adjustment of 1.4% over 47.8 months.

The vast majority of agreements were in the public sector. There were only two private-sector agreements, Olymel, Limited Partnership, in Quebec with an average adjustment of 2.0% and NAV CANADA in the federal jurisdiction with an average adjustment of 2.5%. The private sector average was 2.3%. In the public sector, wage restraint measures were evident as 16 agreements provided 39,920 employees with wage adjustments averaging a modest 1.0%.

Percentage wage adjustments in  
major settlements, by month



By industry, wage adjustments ranged from an average of 0.5% in the education, health and social services for 23,290 employees in seven agreements, to a high of 2.5% in transportation (NAV CANADA with a single agreement). By jurisdiction, wage adjustments ranged from a low of 0.3% in British Columbia to a high of 2.9% in Alberta (Calgary Roman Catholic Separate School District No. 1 with a single agreement).

The average annual wage adjustment of 1.1% in March was lower than the 3.3% Consumer Price Index (CPI).

*\* Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

### Average Annual Percentage Wage Adjustments by Month

	2011		
	January	February	March
<b>Sectors</b>			
Public Sector	1.2	2.1	1.0
Private Sector	2.0	2.2	2.3
<b>All Industries and Jurisdictions</b>			
Average Annual Adjustment	1.2	2.1	1.1
Without Cost-of-Living Allowance	1.2	1.8	1.1
With Cost-of-Living Allowance	-	3.0	-
First-Year Adjustment	0.6	2.1	0.6
Without Cost-of-Living Allowance	0.6	1.9	0.6
With Cost-of-Living Allowance	-	2.9	-
<b>Industries</b>			
Utilities	-	3.0	-
Manufacturing	-	0.4	2.0
Wholesale and Retail Trade	-	0.6	-
Transportation	2.0	2.6	2.5
Finance and Professional Services	-	1.2	-
Education, Health, and Social Services	1.1	2.4	0.5
Entertainment and Hospitality	2.0	2.0	-
Public Administration	2.1	1.6	1.8

	2011		
	January	February	March
<b>Jurisdictions</b>			
Prince Edward Island	-	2.0	-
Nova Scotia	1.0	-	-
New Brunswick	2.4	-	1.0
Quebec	1.2	0.8	1.5
Ontario	2.2	2.5	2.4
Manitoba	-	-	1.4
Alberta	0.5	-	2.9
British Columbia	0.2	-	0.3
Territories	-	2.7	-
<i>Public Service Labour Relations Act</i>	-	1.5	-
<i>Canada Labour Code, Part I</i>	-	2.6	2.5
Federal Jurisdiction	-	2.0	2.5

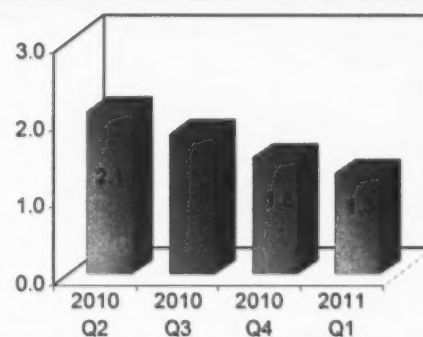
## Canadian Labour in Profile: Wage Adjustments, First Quarter 2011

Major collective bargaining settlements reached in the first quarter 2011 provided base-rate wage adjustments averaging 1.3% annually over the contract term, lower than the 1.5% figure in the previous quarter and the 1.8% figure for 2010. The results for the first quarter 2011 are based on a review of 46 settlements\* and cover 129,010 employees.

When the parties to these first quarter settlements previously negotiated, the resulting wage adjustments averaged 2.5%. Contract duration in the first quarter 2011 averaged 44.6 months, compared to 46.8 months in the previous round of settlements.

Wage restraint measures in the public sector kept wage adjustments relatively low compared to the private sector. Wage adjustments in the public sector averaged 1.2% for 115,450 employees in 35 agreements. Wage increases in the private sector averaged 2.2% for 13,560 employees in 11 agreements. The relatively larger increases in private-sector agreements were largely influenced by the Bruce Power L.P. settlement (3.0%), the Canadian Pacific Railway and the Canadian National Railway Company settlements (2.2% and 2.7% respectively) which accounted for 59% of the employee coverage in the private sector.

Percentage wage adjustments in major settlements, by quarter



Downward pressure on the public sector average came from a wage freeze in a Health Employers Association of British Columbia agreement with 16,000 medical employees. The Government of Quebec reached an agreement with 46,730 health-sector employees for wage adjustments averaging 1.2%. Wage restraint measures in the public sector were also evident in a University of British Columbia agreement where 3,320 academic staff were subject to a wage freeze; and 4,400 office employees with the University of Calgary received a wage adjustment of 0.5% (wage freeze in the first year). Seven agreements with the Government of Manitoba provided 13,200 public servants with wage gains averaging 1.4%. The Government of Canada settled three agreements with 6,240 employees for wage adjustments averaging 1.5%.

On a jurisdiction basis, the highest average in wage adjustments in the first quarter 2011 was in the Territories (the Government of Nunavut with a single agreement) at 2.7%; and the lowest average was recorded in British Columbia at 0.2% (due to the wage freeze with the Health Employers Association of British Columbia and the University of British Columbia). In the federal jurisdiction, seven agreements averaged 2.0% (three Government of Canada agreements at 1.5%, two Canadian National Railway Company agreements at 2.7%, the Canadian Pacific Railway agreement at 2.2%, and the NAV CANADA agreement at 2.5%).

On an industry basis, the highest average in wage adjustments was in public utilities at 3.0% (mainly Ontario Power Generation Inc. and Bruce Power L.P.), and the lowest was in the trade sector at 0.6% (mainly two food retail chains in Ontario).

Wage adjustments of 1.1% in the first quarter 2011 were lower than the 3.3% Consumer Price Index (CPI). The majority of employees (57.2%) and the largest concentration of agreements (41.3) received wage adjustments in the 1.0 to 1.9% range.

*\* Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

### Average Annual Percentage Wage Adjustments by Quarter

	2010			2011
	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>
<b>Sectors</b>				
Public Sector	1.8	1.3	1.5	1.2
Private Sector	2.5	2.2	1.2	2.2
<b>All Industries and Jurisdictions</b>				
Average Annual Adjustment	2.1	1.8	1.5	1.3
Without Cost-of-Living Allowance	2.1	1.8	1.4	1.3
With Cost-of-Living Allowance	2.0	2.0	1.7	3.0
First-Year Adjustment	1.9	2.4	1.2	0.9
Without Cost-of-Living Allowance	1.8	2.5	1.2	0.8
With Cost-of-Living Allowance	2.6	0.8	0.4	2.9



	2010			2011
	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>
<b>Industries</b>				
Primary Industries	5.7	3.5	3.7	-
Utilities	0.9	0.0	1.2	3.0
Construction	2.5	2.3	2.1	-
Manufacturing	1.5	1.8	1.5	1.1
Wholesale and Retail Trade	3.6	1.8	0.7	0.6
Transportation	1.9	2.1	2.2	2.5
Information and Culture	-	1.0	0.6	-
Finance and Professional Services	3.1	3.6	-	1.2
Education, Health, and Social Services	2.3	1.2	1.4	1.0
Entertainment and Hospitality	1.2	-	2.2	2.0
Public Administration	1.1	1.8	1.6	1.7
<b>Jurisdictions</b>				
Newfoundland and Labrador	2.6	-	-	-
Prince Edward Island	1.9	-	3.4	2.0
Nova Scotia	-	1.2	-	1.0
New Brunswick	-	1.8	1.4	1.3
Quebec	1.7	1.8	1.2	1.2
Ontario	2.4	2.2	1.4	2.4
Manitoba	3.5	1.2	1.4	1.4
Saskatchewan	2.3	2.9	2.4	-
Alberta	2.6	2.9	1.5	1.1
British Columbia	0.0	0.7	1.5	0.2
Territories	2.2	-	-	2.7
<i>Public Service Labour Relations Act</i>	-	-	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.1	1.7	2.2	2.6
Federal Jurisdiction	2.1	1.7	1.7	2.0

## Average Annual Percentage Wage Adjustments by Year

	2008	2009	2010	2011
<b>Sectors</b>				
Public Sector	3.5	2.5	1.6	1.2
Private Sector	2.5	1.8	2.1	2.2
<b>All Industries and Jurisdictions</b>				
Average Annual Adjustment	3.2	2.4	1.8	1.3
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.3
With Cost-of-Living Allowance	1.7	2.3	1.9	3.0
First-Year Adjustment	3.6	2.5	1.8	0.9
Without Cost-of-Living Allowance	3.8	2.6	1.8	0.8
With Cost-of-Living Allowance	1.9	1.9	1.3	2.9
<b>Industries</b>				
Primary Industries	4.3	2.5	3.3	-
Utilities	2.3	3.0	1.0	3.0
Construction	5.4	3.7	2.3	-
Manufacturing	1.2	1.6	1.5	1.1
Wholesale and Retail Trade	2.8	1.8	1.1	0.6
Transportation	3.1	1.1	2.2	2.5
Information and Culture	2.0	2.1	0.9	-
Finance and Professional Services	2.8	2.5	3.2	1.2
Education, Health, and Social Services	3.8	3.0	1.6	1.0
Entertainment and Hospitality	1.9	2.0	2.2	2.0
Public Administration	2.7	2.1	1.5	1.7
<b>Jurisdictions</b>				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.0
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.0	1.3
Quebec	2.4	2.2	1.5	1.2

	2008	2009	2010	2011
<b>Jurisdictions (continued)</b>				
Ontario	2.6	2.4	2.0	2.4
Manitoba	3.4	2.9	2.1	1.4
Saskatchewan	5.1	5.0	2.4	-
Alberta	4.8	4.5	3.6	1.1
British Columbia	2.5	3.0	0.2	0.2
Territories	4.4	2.4	2.2	2.7
Multiprovince	-	2.1	-	-
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.9	1.3	1.9	2.6
Federal Jurisdiction	2.9	1.6	1.7	2.0

*Note: Data for 2011 cover the months of January through March.*

#### **Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2001**

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.2	2.2	1.3

*Note: Data for 2011 cover the months of January through March.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

**OTHER DETAILED TABLES**

Other detailed tables (PDF format, 181KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

**Major Settlements Reached in March 2011**

Industry, Employer, Location, Union, and Bargaining Unit	No. of Empls.	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Manufacturing</b>				
Olymel, Limited Partnership Saint-Esprit, Quebec United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	700	2.0	96.0	May 31, 2018
<b>1 agreement</b>	<b>700</b>	<b>2.0</b>	<b>96.0</b>	
<b>Transportation</b>				
NAV CANADA Canada-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) flight service specialists	750	2.5	12.0	Apr 30, 2011
<b>1 agreement</b>	<b>750</b>	<b>2.5</b>	<b>12.0</b>	
<b>Education, Health, and Social Services</b>				
Health Employers Association of British Columbia province-wide, British Columbia Health Sciences Association of British Columbia (CLC); British Columbia Government and Service Employees' Union (CLC) paramedical professional employees; technical employees	16,000	0.0	24.0	Mar 31, 2012
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) support employees	1,990	1.0	48.0	Feb 28, 2013



Industry, Employer, Location, Union, and Bargaining Unit	No. of Empls.	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Education, Health, and Social Services (continued)</b>				
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) support employees	1,450	2.9	12.0	Aug 31, 2013
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) health and social care professional employees	1,350	1.4	47.8	Mar 21, 2014
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération indépendante des syndicats autonomes (Independent-national) support employees	1,020	1.2	60.0	Mar 31, 2015
University of Guelph Guelph, Ontario Canadian Union of Public Employees (CLC) teaching assistants	780	1.7	36.0	Aug 31, 2013
Brock University St. Catharines, Ontario Canadian Union of Public Employees (CLC) teaching assistants	700	1.7	36.0	Jun 30, 2013
<b>7 agreements</b>	<b>23,290</b>	<b>0.5</b>	<b>29.0</b>	
<b>Public Administration</b>				
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) office employees	3,150	1.4	47.8	Mar 21, 2014
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) general tradesmen; general services employees	2,340	1.4	47.8	Mar 21, 2014

Industry, Employer, Location, Union, and Bargaining Unit	No. of Empls.	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Public Administration (continued)</b>				
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) social science employees	1,980	1.4	47.8	Mar 21, 2014
Regional Municipality of Peel Police Services Board Brampton, Ontario Peel Regional Police Association (Independent-local) police officers	1,930	2.8	48.0	Dec 31, 2014
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) administrative services employees	1,690	1.4	47.8	Mar 21, 2014
Vancouver Police Board Vancouver, British Columbia British Columbia Federation of Police Officers (Independent-national) police officers	1,450	3.1	33.0	Dec 31, 2012
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) scientific and other professional employees	1,440	1.4	47.8	Mar 21, 2014
Government of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) scientific and other professional employees	1,250	1.4	47.8	Mar 21, 2014
Regional Municipality of Peel Police Services Board Brampton, Ontario Peel Regional Police Association (Independent-local) office employees and technicians	770	2.8	48.0	Dec 31, 2014
<b>9 agreements</b>	<b>16,000</b>	<b>1.8</b>	<b>46.5</b>	

Industry, Employer, Location, Union, and Bargaining Unit	No. of Empls.	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Total</b>				
0 agreement with the Cost-of-Living Allowance	0	0.0	0.0	
18 agreements without the Cost-of-Living Allowance	40,740	1.1	36.7	
18 agreements in Total	40,740	1.1	36.7	

**\*Cost-of-Living Allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

**Major Work Stoppages**

Involving 500 or more employees, from April 29 to May 12, 2011.

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
US Steel Canada Inc. Hamilton, Ontario	Retirement plan	November 7, 2010	
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)		Lockout	

## **Innovative Workplace Practices—First Quarter 2011**

The Workplace Information Division defines innovative workplace practices as being a creative and new idea collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

### **Retirement**

The Centre de finition Global de Bombardier inc. and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 62, have agreed to grant three days of leave to employees age 50 and up. Employees are granted this leave once in their lifetime to take the CAW-Canada "retirement preparation" course.

The Canadian Broadcasting Corporation and the Canadian Union of Public Employees, Local 675, have negotiated a new phased retirement provision. Starting on November 26, 2010, for a three-year period, employees will be able to reduce the number of hours in their usual work schedules while receiving a portion of their severance pay as "partial retirement leave." Employee compensation under the phased retirement provision would consist of 50% time worked and 50% "partial retirement leave."

### **Subcontracting**

The Centre de finition Global de Bombardier inc. and CAW-Canada, Local 62, have agreed to use additional workers to meet operational requirements. The additional workers would be employees hired by an outside recruitment agency and would not be permitted to make up more than 13% of the permanent workforce.

The parties will meet three times a year to assess the number of additional workers. In the event that the number of additional workers exceed 13%, surplus contract employees will become permanent employees automatically without a probation period and according to the order in which they were hired by the outside agency.

### **New technology**

Canadian Pacific and CAW-Canada, Local 101, have agreed not to use GPS technology to monitor employees in the workplace. However, the parties agreed that GPS can be used in other situations, such as investigations of the causes of accidents.

### **Supplementary Employment Insurance Benefits Plan**

Diffusion Métromédia CMR inc. and the Fédération nationale des communications (CSN) have agreed to introduce a Supplementary Employment Insurance Benefits Plan to supplement Employment Insurance benefits during temporary work stoppages caused by layoffs of regular full-time employees.

Laid-off employees would receive 25% of their pay in addition to their Employment Insurance benefits for a total amount of 95% of the weekly pay they received prior to being laid off.

The maximum period of supplementary Employment Insurance benefits would be 52 weeks.



### **Self-financed leave**

The Canadian Broadcasting Corporation and the Canadian Union of Public Employees have agreed that, starting in March 2011, eligible employees may purchase five days of additional annual leave and include them in the amount of leave that they already have. Employees must take this leave within the same year in which they purchased them.

### **Wage increases**

Maple Leaf Sports & Entertainment Ltd. and Teamsters, Local 847, have reached an agreement with respect to wages in the year in which the National Hockey League (NHL) or the National Basketball Association (NBA) is negotiating a renewal of their collective agreement. The salaries agreed upon will not take effect until the commencement of league play, with retroactive pay to the effective date, which is July 1. If a work stoppage should occur, increases will commence only on the first of the month in which the league starts.

### **Labour-Management Committee**

Bruce Power L.P. and the Canadian Union of Public Employees, Local 1000, have agreed to provide night shift glasses to ensure the well-being of employees and address the company's health and safety concerns.

## **Coming in the Next Issue**

- Recent Collective Bargaining Settlements
- Key Negotiations—Update
- Major Work Stoppages—Update

## **For More Information**

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

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